



Accelerating Student Progress
Increasing Results & Expectations

Houston Independent School District

Identifying and Responding to Challenges in Implementing Performance-pay

Identified Challenges

- Integration: Connecting performance-pay to what teachers do in the classroom: genesis of ASPIRE
- Performance Analysis: Transparency vs. Accuracy
- Communications: Internalizing with regard to the grant, results, and performance-pay
- Results: Year 2 Successes and Next steps

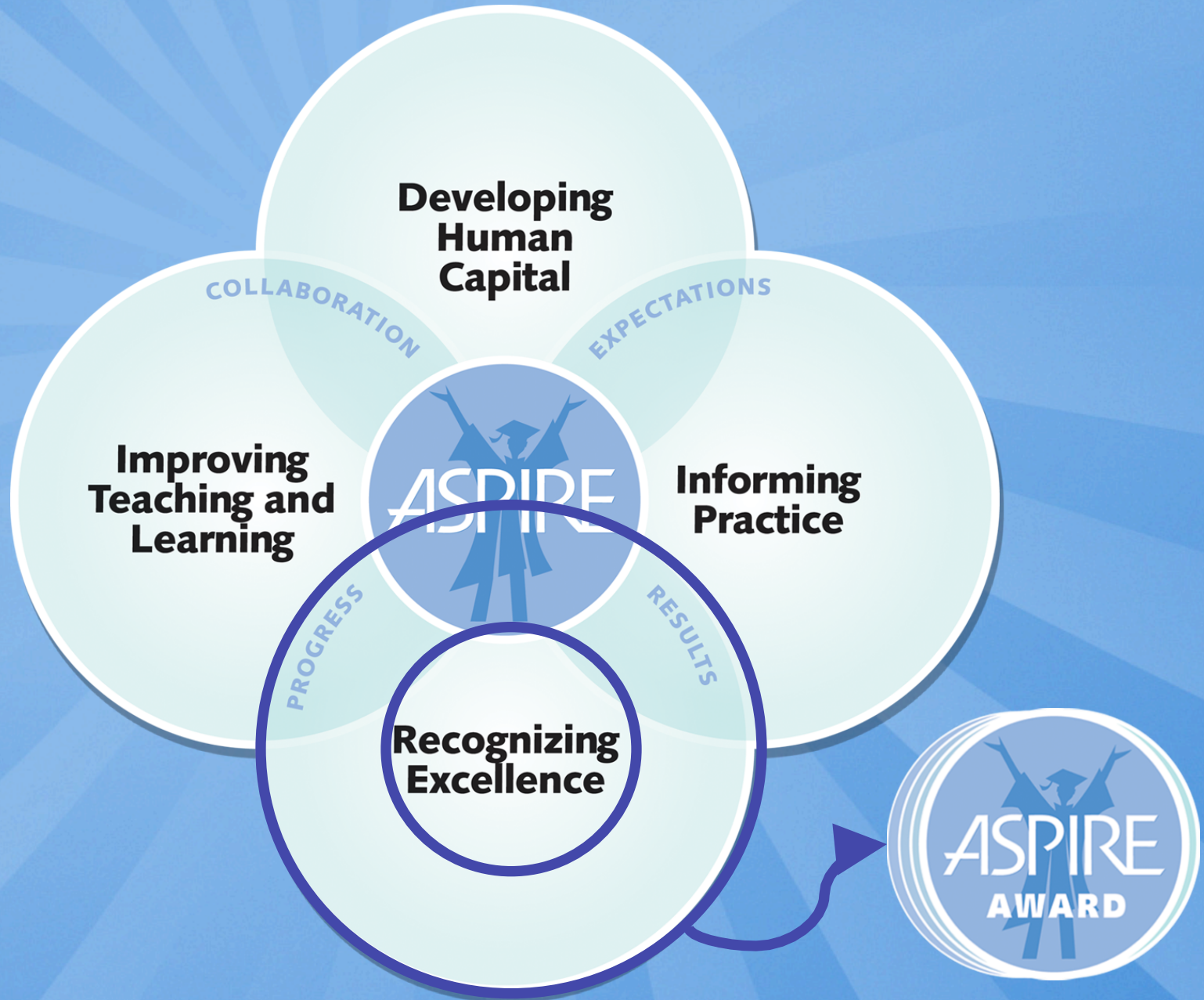
Integration:

ASPIRE

- Connects all of HISD's educational improvement initiatives
- Encourages educators to work together
- Provides parents with information about the success of their child's campus
- Recognizes and celebrates great teaching



ASPIRE and the ASPIRE Award



Key Components:

- Integrated performance pay into district's ASPIRE Educational Improvement Model and renamed it the ASPIRE Award
- Developed and implemented as a collaborative:
 - Teacher Advisory Committee
 - EVAAS® (Dr. William Sanders)
 - Battelle for Kids
 - ASPIRE Executive Committee
 - Academic Services Research and Accountability
 - Human Resources Accounting and Payroll
 - PeopleSoft Chancery

Analysis: Transparency vs Accuracy



- Year 1 Goal: Transparency
- Feedback: Educators prefer high-quality performance analysis, despite complexity
- Year 2 Response: Analysis by Dr. William Sanders of EVAAS® with over 20 years of experience, nationally recognized, and nationally implemented
- Mixed Model Multivariate analyses provide growth measures based on TAKS and Stanford/Aprenda results for students over time

Value-Added Analysis

- Campus-level reports
 - Principals
 - School-based personnel
 - Administrators
 - Board members
 - Parents and community
- Teacher-level reports
 - Teachers
 - Principals
- Student-level data and growth projections
 - Principals to use with staff

District Value-Added Report



2007 Houston Region Report for Alpha Region TAKS/Stanford Mathematics

Estimated School Mean NCE Gain											
Grade	2	3	4	5	6	7	8	9	10	11	Mean NCE Gain over Grades Relative to Growth Standard
Growth Standard:		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
2005 Mean NCE Gain:											
Std Error:											
2006 Mean NCE Gain:		0.7 G	1.3 G	2.2 G	0.4 G	6.8 G	5.9 G	4.8 G	-2.7 R	3.2 G	2.5
Std Error:		0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.2	0.3	0.1
2007 Mean NCE Gain:		1.8 G	-0.0 Y	3.2 G	-2.2 R	4.8 G	3.5 G	3.3 G	-1.5 R	2.4 G	1.7
Std Error:		0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.2	0.3	0.1
3-Yr-Avg. NCE Gain:											
Std Error:											
Estimated School Mean NCE Scores											
Grade	2	3	4	5	6	7	8	9	10	11	
State Base Year (2006):	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	
2004 Mean:											
2005 Mean:	43.5	42.0	42.4	40.7	34.8	40.3	41.3	45.6	42.2	44.1	
2006 Mean:	45.1	44.2	43.3	44.6	41.1	41.6	46.1	46.1	42.9	45.4	
2007 Mean:	46.2	46.9	44.2	46.4	42.4	45.9	45.1	49.5	44.5	45.3	

Current Uses of EVAAS® Analysis

- ASPIRE Award
- Identification of high-gains schools
- Professional-development plans
- Evaluation of teacher preparation programs
 - Alternative Certification Programs
 - Teach for America
 - ABRAZO

Future Uses of EVAAS® Analysis

- Evaluation of teacher preparation programs at universities
- Evaluation of district programs and practices



Communications: New Partners

The Broad Foundation
(Funding for program components)

Battelle for Kids
(Internal and external)

Yaffe Deutser
(External)

Avenues of Communication

- ASPIRE Portal, secured and public access
- ASPIRE brochure, learning map, DVD
- ASPIRE Award brochure
- ASPIRE email account
- ASPIRE Award Estimation provided on portal
- On-line formal inquiry process

Continued

Avenues of Communication *(cont.)*

- Guide to Value-Added Analysis
- Parent Guide to Value-Added Analysis
- Training sessions
- On-line training courses on value-added analysis
- Community forums on value-added analysis

ASPIRE Award Payout Results: January 2008 for 2006–2007 data

- **Instructional Staff:**

- 12,515 eligible
- 10,768 paid (86%)
- Range of pay: \$41 to \$7,865
- Average payment \$2,105

- **Non-instructional Staff:**

- 4,210 eligible
- 2,176 paid (52%)
- Range of pay: \$62.50 to \$500
- Average payment: \$369

- **Principals:**

- 259 eligible
- 242 paid (93%)
- Range of pay:
\$80 to \$11,760
- Average payment:
\$4,485

Total Payout to Date:
\$24,886,526

Lessons Learned, Next Steps

- Change mindsets → Training
- Refinement of model → Committee recommendations
- Analysis made available earlier → May verification
- Host national value-added conference



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www.houstonisd.org/ASPIRE

